

sample

Test Taken on: August 22, 2018 08:07:40 AM AST

Finish State: Normal

## Registration Details

**Email**

**First Name:** sample

**Address:**

**Last Name:** Not filled

**Date of birth:** Not filled

**Experience:** Not filled

**Country:** Not filled

## How to Interpret the Report?

*When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.*

This assessment measures work-relevant personality traits that might be manifested in work behaviour and therefore influence success on the job. To best use this report:

1. Review the overall recommendation first. Based on your need, you might want to prioritize candidates who are 'recommended', followed by those who are 'cautiously recommended'.
2. If you're choosing among different candidates within the same band of recommendation, review the competencies' results. Focus on the competencies you believe are critical for success in the role you're hiring for, and use those scores to help you prioritize which candidates to select for the next step.
3. Remember: This assessment is just one piece of the puzzle. While hiring, it is recommended that you review other information as well – functional and job knowledge, background and past behaviour (e.g. using structured behavioural interviews), reference checks, etc. in addition to the personality assessment.
4. **Use of Response Styles for Recruitment/Selection:** The ideal response style is "Genuine" and it is recommended for further analysis. However, if any candidate's response style displays Social Desirability, he/she needs to be considered with caution.

We do not recommend candidates who display Extreme Responding/Central Tendency/Careless Responding as they indicate that the candidate has not attempted the assessments in the desired manner, and that interferes with an understanding of his/her personality since it would not evoke genuine responses from the candidate's answers. This in turn is expected to interfere with the proceeding decisions, so the candidate may be considered for a re-test. Such cases are usually not considered for a statistical/detailed analysis of scores if required further.

## Response Style: **Genuine**

Explanation of response style:

**Genuine:** No concerns or red flags just based on response style of candidate.

**Social Desirability:** If more than 75% of the questions are answered in a manner that indicates an attempt to appear in a falsely positive light or seem 'socially desirable'.

**Extreme Responding:** If more than 75% of the questions are answered in a manner that indicates that an individual agrees with the statements at the lower and higher end consistently.

**Central Tendency:** If the middle response ('neutral') is selected more than 30% of the time.

**Careless Responding:** If more than 95% of the responses selected are from the same direction (i.e. if the candidate selected 'most like me' or 'like me' from the right-side statement or from the left-side statement alone).

## EXECUTIVE SUMMARY

### **Recommendation**

Cautiously Recommended

### **Strengths**

NONE

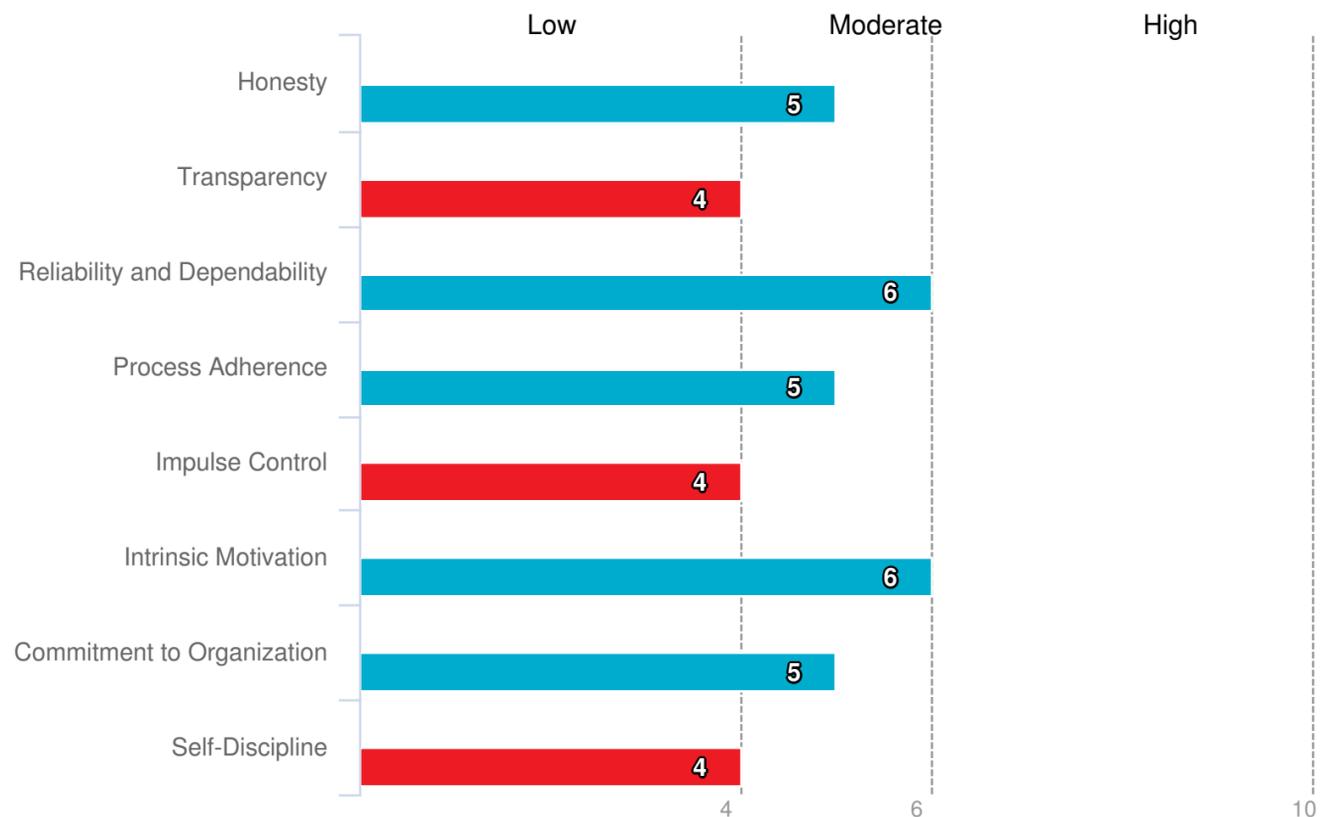
### **Areas of Development**

**Transparency:** Needs to be open and transparent in one's transactions with others.

**Impulse Control:** Should manage one's impulses and external reactions in an effective manner.

**Self-Discipline:** Needs to be self-disciplined and should act based on one's moral and ethical principles.

## EVALUATION OF COMPETENCIES



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

### **Honesty: Moderate**

Moderately likely to be honest, genuine and truthful in one's interactions with others. Somewhat likely to respect the confidentiality of information but may occasionally misuse one's powers that have been granted to benefit customers. Somewhat likely to follow an honest approach while working, even during challenging situations.

### **Transparency: Low**

Less likely to be open and transparent in one's conduct and communication with others. May not always ensure that deals are done in a fair manner with internal and external stakeholders. Likely to be reluctant to share important information and data as and when solicited. May not always ensure that only correct information is given to others.

### **Reliability and Dependability: Moderate**

Moderately likely to perform one's tasks in a sincere and dutiful manner. Occasionally likely to effectively work with minimal guidance and supervision from others. Somewhat likely to behave uniformly across similar situations and may at times be relied upon to complete tasks efficiently.

### **Process Adherence: Moderate**

Moderately likely to adhere to the rules and regulations placed by the organization and may occasionally follow instructions and directions in order to complete the assigned tasks effectively. Somewhat likely to be aware of the consequences of adherence and non-adherence to the organization's rules and regulations. Somewhat likely to consider standard operating procedures in the workplace to ensure consistency and quality of the work.

**Impulse Control: Low**

May be less capable of handling one's emotions or controlling one's impulses. Less likely to resist one's urges to use company's resources for personal gains. Likely to act on the spur of the moment and may not always be calm or emotionally unaffected when confronted with adverse or frustrating situations.

**Intrinsic Motivation: Moderate**

Somewhat likely to be intrinsically motivated to complete one's tasks effectively and efficiently. May be somewhat able to work on the given task wholeheartedly. Occasionally likely to work towards one's goals in a persistent manner and may at times deal with obstacles with a great deal of focus and attention.

**Commitment to Organization: Moderate**

Moderately likely to display a strong sense of commitment, faithfulness, and loyalty towards the organization. May at times actively contribute to the growth and development of the organization. Somewhat likely to take pride in one's job and may occasionally talk positively about the organization. Somewhat likely to stay in a job for a long period of time and may occasionally feel a sense of belonging towards one's organization.

**Self-Discipline: Low**

Less likely to stick to one's professional ethics and values to complete tasks, especially when it is inconvenient. Less likely to conduct oneself in a professional manner. Less likely to be disciplined and may not always be careful about one's behavior and action.

## Test Log

**22 Aug,2018**

10:34 am Started the test with Personality Inventory

10:37 am Finished the test